

## City of Seattle Traditional Plan - 2014 Rates

| Employee Group                           | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee      | COBRA Rate        |
|--|--|--|-------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$1,021.87                               | \$1,021.87   | \$1,021.87        | \$1,042.31        |
| City Share & RSR Contribution            | \$1,021.87                               | \$989.53   | \$0.00            | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   | <b>\$1,021.87</b> | <b>\$1,042.31</b> |
| <b>LEOFF I (Non-Represented)</b>         | \$830.01                                 | \$830.01   | N/A               | \$846.61          |
| City Share & RSR Contribution            | \$830.01                                 | \$797.67   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                   | <b>\$846.61</b>   |
| <b>LEOFF II (Non-Represented)</b>        | \$1,021.87                               | \$1,021.87   | N/A               | \$1,042.31        |
| City Share & RSR Contribution            | \$1,021.87                               | \$989.53   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                   | <b>\$1,042.31</b> |
| <b>SPMA (LEOFF I)</b>                    | \$830.01                                 | \$830.01   | N/A               | \$846.61          |
| City Share & RSR Contribution            | \$830.01                                 | \$797.67   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                   | <b>\$846.61</b>   |
| <b>SPMA (LEOFF II)</b>                   | \$1,021.87                               | \$1,021.87   | N/A               | \$1,042.31        |
| City Share & RSR Contribution            | \$1,021.87                               | \$989.53   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                   | <b>\$1,042.31</b> |
| <b>Local 77</b>                          | \$1,468.32                               | \$1,468.32   | N/A               | \$1,497.69        |
| City Share                               | \$1,394.90                               | \$1,394.90   |                   | \$0.00            |
| Employee Deduction                       | <b>\$73.42</b>                           | <b>\$73.42</b>   |                   | <b>\$1,497.69</b> |
| <b>CMEO</b>                              | \$1,021.87                               | \$1,021.87   | N/A               | \$1,042.31        |
| City Share                               | \$1,012.99                               | \$980.65   |                   | \$0.00            |
| Employee Deduction                       | <b>\$8.88</b>                            | <b>\$41.22</b>   |                   | <b>\$1,042.31</b> |
| <b>SPOG (LEOFF I)</b>                    | \$1,063.94                               | \$1,063.94   | N/A               | \$1,085.22        |
| City Share                               | \$1,010.74                               | \$1,010.74   |                   | \$0.00            |
| Employee Deduction                       | <b>\$53.20</b>                           | <b>\$53.20</b>   |                   | <b>\$1,085.22</b> |
| <b>SPOG (LEOFF II)</b>                   | \$1,278.71                               | \$1,278.71   | N/A               | \$1,304.28        |
| City Share                               | \$1,214.77                               | \$1,214.77   |                   | \$0.00            |
| Employee Deduction                       | <b>\$63.94</b>                           | <b>\$63.94</b>   |                   | <b>\$1,304.28</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$830.01                                 | \$830.01   | N/A               | \$846.61          |
| City Share                               | \$830.01                                 | \$747.01   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$83.00</b>   |                   | <b>\$846.61</b>   |
| <b>Fire Chiefs (LEOFF II)</b>            | \$1,021.87                               | \$1,021.87   | N/A               | \$1,042.31        |
| City Share                               | \$1,021.87                               | \$919.69   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$102.18</b>  |                   | <b>\$1,042.31</b> |

## GROUP HEALTH STANDARD - 2014 RATES

| Employee Group                           | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee      | COBRA Rate        |
|--|--|--|-------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$1,072.37                               | \$1,072.37   | \$1,072.37        | \$1,093.82        |
| City Share & RSR Contribution            | \$1,023.97                               | \$972.47   | \$0.00            | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                           | <b>\$99.90</b>   | <b>\$1,072.37</b> | <b>\$1,093.82</b> |
| <b>LEOFF I (Non-Represented)</b>         | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share & RSR Contribution            | \$1,072.37                               | \$1,020.87   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$51.50</b>   |                   | <b>\$1,093.82</b> |
| <b>LEOFF II (Non-Represented)</b>        | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share & RSR Contribution            | \$1,023.97                               | \$972.47   |                   | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                           | <b>\$99.90</b>   |                   | <b>\$1,093.82</b> |
| <b>SPMA (LEOFF I)</b>                    | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share & RSR Contribution            | \$1,072.37                               | \$1,020.87   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$51.50</b>   |                   | <b>\$1,093.82</b> |
| <b>SPMA (LEOFF II)</b>                   | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share & RSR Contribution            | \$1,023.97                               | \$972.47   |                   | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                           | <b>\$99.90</b>   |                   | <b>\$1,093.82</b> |
| <b>Local 77</b>                          | \$1,235.21                               | \$1,235.21   | N/A               | \$1,259.91        |
| City Share                               | \$1,173.45                               | \$1,173.45   |                   | \$0.00            |
| Employee Deduction                       | <b>\$61.76</b>                           | <b>\$61.76</b>   |                   | <b>\$1,259.91</b> |
| <b>CME0</b>                              | \$1,072.37                               | \$1,072.37   |                   | \$1,093.82        |
| City Share                               | \$1,023.63                               | \$972.13   |                   | \$0.00            |
| Employee Deduction                       | <b>\$48.74</b>                           | <b>\$100.24</b>  |                   | <b>\$1,093.82</b> |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$1,327.00                               | \$1,327.00   | N/A               | \$1,353.54        |
| City Share                               | \$1,061.60                               | \$1,061.60   |                   | \$0.00            |
| Employee Deduction                       | <b>\$265.40</b>                          | <b>\$265.40</b>  |                   | <b>\$1,353.54</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share                               | \$1,072.37                               | \$965.13   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$107.24</b>  |                   | <b>\$1,093.82</b> |
| <b>Fire Chiefs (LEOFF II)</b>            | \$1,072.37                               | \$1,072.37   | N/A               | \$1,093.82        |
| City Share                               | \$965.13                                 | \$965.13   |                   | \$0.00            |
| Employee Deduction                       | <b>\$107.24</b>                          | <b>\$107.24</b>  |                   | <b>\$1,093.82</b> |

## GROUP HEALTH – DEDUCTIBLE 2014 RATES

| Employee Group                           | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee    | COBRA Rate        |
|--|--|--|-----------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$987.64                                 | \$987.64   | \$987.64        | \$1,007.39        |
| City Share & RSR Contribution            | \$962.64                                 | \$930.72   | \$0.00          | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                           | <b>\$56.92</b>   | <b>\$987.64</b> | <b>\$1,007.39</b> |
| <b>LEOFF I (Non-Represented)</b>         | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share & RSR Contribution            | \$987.64                                 | \$955.72   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                               | <b>\$31.92</b>   |                 | <b>\$1,007.39</b> |
| <b>LEOFF II (Non-Represented)</b>        | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share & RSR Contribution            | \$962.64                                 | \$930.72   |                 | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                           | <b>\$56.92</b>   |                 | <b>\$1,007.39</b> |
| <b>SPMA (LEOFF I)</b>                    | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share & RSR Contribution            | \$987.64                                 | \$955.72   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                               | <b>\$31.92</b>   |                 | <b>\$1,007.39</b> |
| <b>SPMA (LEOFF II)</b>                   | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share & RSR Contribution            | \$962.64                                 | \$930.72   |                 | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                           | <b>\$56.92</b>   |                 | <b>\$1,007.39</b> |
| <b>Local 77</b>                          | N/A                                      | N/A  | N/A             | N/A               |
| <b>CMEO</b>                              | \$987.64                                 | \$987.64   |                 | \$1,007.39        |
| City Share                               | \$962.32                                 | \$930.40   |                 | \$0.00            |
| Employee Deduction                       | <b>\$25.32</b>                           | <b>\$57.24</b>   |                 | <b>\$1,007.39</b> |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$983.65                                 | \$983.65   | N/A             | \$1,003.32        |
| City Share                               | \$934.47                                 | \$934.47   |                 | \$0.00            |
| Employee Deduction                       | <b>\$49.18</b>                           | <b>\$49.18</b>   |                 | <b>\$1,003.32</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share                               | \$987.64                                 | \$888.88   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                               | <b>\$98.76</b>   |                 | <b>\$1,007.39</b> |
| <b>Fire Chiefs (LEOFF II)</b>            | \$987.64                                 | \$987.64   | N/A             | \$1,007.39        |
| City Share                               | \$888.88                                 | \$888.88   |                 | \$0.00            |
| Employee Deduction                       | <b>\$98.76</b>                           | <b>\$98.76</b>   |                 | <b>\$1,007.39</b> |

## CITY OF SEATTLE PREVENTIVE PLAN 2014 RATES

| Employee Group                           | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee      | COBRA Rate        |
|--|--|--|-------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$1,129.18                               | \$1,129.18   | \$1,129.18        | \$1,151.76        |
| City Share & RSR Contribution            | \$1,081.06                               | \$1,030.68   | \$0.00            | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                           | <b>\$98.50</b>   | <b>\$1,129.18</b> | <b>\$1,151.76</b> |
| <b>LEOFF I (Non-Represented)</b>         | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share & RSR Contribution            | \$1,129.18                               | \$1,078.80   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$50.38</b>   |                   | <b>\$1,151.76</b> |
| <b>LEOFF II (Non-Represented)</b>        | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share & RSR Contribution            | \$1,081.06                               | \$1,030.68   |                   | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                           | <b>\$98.50</b>   |                   | <b>\$1,151.76</b> |
| <b>SPMA (LEOFF I)</b>                    | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share & RSR Contribution            | \$1,129.18                               | \$1,078.80   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$50.38</b>   |                   | <b>\$1,151.76</b> |
| <b>SPMA (LEOFF II)</b>                   | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share & RSR Contribution            | \$1,081.06                               | \$1,030.68   |                   | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                           | <b>\$98.50</b>   |                   | <b>\$1,151.76</b> |
| <b>Local 77</b>                          | \$1,449.23                               | \$1,449.23   | N/A               | \$1,478.21        |
| City Share                               | \$1,376.77                               | \$1,376.77   |                   | \$0.00            |
| Employee Deduction                       | <b>\$72.46</b>                           | <b>\$72.46</b>   |                   | <b>\$1,478.21</b> |
| <b>CME0</b>                              | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share                               | \$1,072.58                               | \$1,022.20   |                   | \$0.00            |
| Employee Deduction                       | <b>\$56.60</b>                           | <b>\$106.98</b>  |                   | <b>\$1,151.76</b> |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$1,434.19                               | \$1,434.19   | N/A               | \$1,462.87        |
| City Share                               | \$1,362.49                               | \$1,362.49   |                   | \$0.00            |
| Employee Deduction                       | <b>\$71.70</b>                           | <b>\$71.70</b>   |                   | <b>\$1,462.87</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share                               | \$1,129.18                               | \$1,016.26   |                   | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$112.92</b>  |                   | <b>\$1,151.76</b> |
| <b>Fire Chiefs (LEOFF II)</b>            | \$1,129.18                               | \$1,129.18   | N/A               | \$1,151.76        |
| City Share                               | \$1,016.26                               | \$1,016.26   |                   | \$0.00            |
| Employee Deduction                       | <b>\$112.92</b>                          | <b>\$112.92</b>  |                   | <b>\$1,151.76</b> |

## WASHINGTON DENTAL SERVICE 2014 RATES

| Employee Group                            | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee    | COBRA Rate      |
|---|--|--|-----------------|-----------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$121.75                                 | \$121.75   | \$121.75        | \$124.19        |
| City Share                                | \$121.75                                 | \$121.75   | \$0.00          | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  | <b>\$121.75</b> | <b>\$124.19</b> |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$121.75                                 | \$121.75   | N/A             | \$124.19        |
| City Share                                | \$121.75                                 | \$121.75   |                 | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |                 | <b>\$124.19</b> |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$121.75                                 | \$121.75   | N/A             | \$124.19        |
| City Share                                | \$121.75                                 | \$121.75   |                 | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |                 | <b>\$124.19</b> |
| <b>Local 77</b>                           | \$131.28                                 | \$131.28   | N/A             | \$133.91        |
| City Share                                | \$131.28                                 | \$131.28   |                 | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |                 | <b>\$133.91</b> |
| <b>CMEO</b>                               | \$121.75                                 | \$121.75   | N/A             | \$124.19        |
| City Share                                | \$121.75                                 | \$121.75   |                 | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |                 | <b>\$124.19</b> |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$132.37                                 | \$132.37   | N/A             | \$135.02        |
| City Share                                | \$132.37                                 | \$132.37   |                 | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |                 | <b>\$135.02</b> |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$121.75                                 | \$121.75   | N/A             | \$124.19        |
| City Share                                | \$109.57                                 | \$109.57   |                 | \$0.00          |
| Employee Deduction                        | <b>\$12.18</b>                           | <b>\$12.18</b>   |                 | <b>\$124.19</b> |

## Dental Health Services 2014 RATES

| Employee Group                            | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee | COBRA Rate      |
|---|--|--|--------------|-----------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$147.49                                 | \$147.49   | \$147.49     | \$150.44        |
| City Share                                | \$147.49                                 | \$147.49   | \$0.00       | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  | \$147.49     | <b>\$150.44</b> |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$147.49                                 | \$147.49   | N/A          | \$150.44        |
| City Share                                | \$147.49                                 | \$147.49   |              | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |              | <b>\$150.44</b> |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$147.49                                 | \$147.49   | N/A          | \$150.44        |
| City Share                                | \$147.49                                 | \$147.49   |              | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |              | <b>\$150.44</b> |
| <b>Local 77</b>                           | \$170.44                                 | \$170.44   | N/A          | \$173.85        |
| City Share                                | \$170.44                                 | \$170.44   |              | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |              | <b>\$173.85</b> |
| <b>CMEO</b>                               | \$147.49                                 | \$147.49   |              | \$150.44        |
| City Share                                | \$147.49                                 | \$147.49   | N/A          | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |              | <b>\$150.44</b> |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$173.50                                 | \$173.50   | N/A          | \$176.97        |
| City Share                                | \$173.50                                 | \$173.50   |              | \$0.00          |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |              | <b>\$176.97</b> |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$147.49                                 | \$147.49   | N/A          | \$150.44        |
| City Share                                | \$132.75                                 | \$132.75   |              | \$0.00          |
| Employee Deduction                        | <b>\$14.74</b>                           | <b>\$14.74</b>   |              | <b>\$150.44</b> |

## VISION SERVICE BASIC PLAN 2014 RATES

| Employee Group                            | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee  | COBRA Rate     |
|---|--|--|---------------|----------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$9.46                                   | \$9.46   | \$9.46        | \$9.65         |
| City Share                                | \$9.46                                   | \$9.46   | \$0.00        | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  | <b>\$9.46</b> | <b>\$9.65</b>  |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$9.46                                   | \$9.46   | N/A           | \$9.65         |
| City Share                                | \$9.46                                   | \$9.46   |               | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |               | <b>\$9.65</b>  |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$9.46                                   | \$9.46   | N/A           | \$9.65         |
| City Share                                | \$9.46                                   | \$9.46   |               | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |               | <b>\$9.65</b>  |
| <b>Local 77</b>                           | \$12.26                                  | \$12.26  | N/A           | \$12.51        |
| City Share                                | \$12.26                                  | \$12.26  |               | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |               | <b>\$12.51</b> |
| <b>CMEO</b>                               | \$9.46                                   | \$9.46   | N/A           | \$9.65         |
| City Share                                | \$9.46                                   | \$9.46   |               | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |               | <b>\$9.65</b>  |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$29.81                                  | \$29.81  | N/A           | \$30.41        |
| City Share                                | \$29.81                                  | \$29.81  |               | \$0.00         |
| Employee Deduction                        | <b>\$0.00</b>                            | <b>\$0.00</b>  |               | <b>\$30.41</b> |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$9.46                                   | \$9.46   | N/A           | \$9.65         |
| City Share                                | \$8.52                                   | \$8.52   |               | \$0.00         |
| Employee Deduction                        | <b>\$0.94</b>                            | <b>\$0.94</b>  |               | <b>\$9.65</b>  |

## VISION SERVICE BUY UP PLAN 2014 RATES

| Employee Group                            | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee   | COBRA Rate     |
|---|--|--|----------------|----------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$22.68                                  | \$22.68  | \$22.68        | \$23.13        |
| City Share                                | \$9.46                                   | \$9.46   | \$0.00         | \$0.00         |
| Employee Deduction                        | <b>\$13.22</b>                           | <b>\$13.22</b>   | <b>\$22.68</b> | <b>\$23.13</b> |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$22.68                                  | \$22.68  | N/A            | \$23.13        |
| City Share                                | \$9.46                                   | \$9.46   |                | \$0.00         |
| Employee Deduction                        | <b>\$13.22</b>                           | <b>\$13.22</b>   |                | <b>\$23.13</b> |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$22.68                                  | \$22.68  | N/A            | \$23.13        |
| City Share                                | \$9.46                                   | \$9.46   |                | \$0.00         |
| Employee Deduction                        | <b>\$13.22</b>                           | <b>\$13.22</b>   |                | <b>\$23.13</b> |
| <b>Local 77</b>                           | N/A                                      | N/A  | N/A            | N/A            |
| City Share                                |  |  |                |                |
| Employee Deduction                        |  |  |                |                |
| <b>CMEO</b>                               | \$22.68                                  | \$22.68  | N/A            | \$23.13        |
| City Share                                | \$9.46                                   | \$9.46   |                | \$0.00         |
| Employee Deduction                        | <b>\$13.22</b>                           | <b>\$13.22</b>   |                | <b>\$23.13</b> |
| <b>SPOG (LEOFF I &amp; II)</b>            | N/A                                      | N/A  | N/A            | N/A            |
| City Share                                |  |  |                |                |
| Employee Deduction                        |  |  |                |                |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$22.68                                  | \$22.68  | N/A            | \$23.13        |
| City Share                                | \$8.52                                   | \$8.52   |                | \$0.00         |
| Employee Deduction                        | <b>\$14.16</b>                           | <b>\$14.16</b>   |                | <b>\$23.13</b> |



**DOMESTIC PARTNER HEALTH INSURANCE  
2014 MONTHLY TAXABLE VALUES**

| <b>Most City Employees</b>                 | <b>Medical</b> | <b>WDS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
|--|----------------|------------|---------------------|----------------------|------------------------------------|-------------------------------------|
| Preventive - Domestic Partner              | \$593.70       | \$65.80    | \$5.11              | \$12.26              | <b>\$664.61</b>                    | <b>\$671.76</b>                     |
| Traditional - Domestic Partner             | \$550.54       | \$65.80    | \$5.11              | \$12.26              | <b>\$621.45</b>                    | <b>\$628.60</b>                     |
| Group Health Standard - Domestic Partner   | \$560.18       | \$65.80    | \$5.11              | \$12.26              | <b>\$631.09</b>                    | <b>\$638.24</b>                     |
| Group Health Deductible - Domestic Partner | \$531.43       | \$65.80    | \$5.11              | \$12.26              | <b>\$602.34</b>                    | <b>\$609.49</b>                     |
| Preventive - Child                         | \$257.63       | \$46.06    | \$3.58              | \$8.58               | <b>\$307.27</b>                    | <b>\$312.27</b>                     |
| Traditional - Child                        | \$233.15       | \$46.06    | \$3.58              | \$8.58               | <b>\$282.79</b>                    | <b>\$287.79</b>                     |
| Group Health Standard - Child              | \$244.67       | \$46.06    | \$3.58              | \$8.58               | <b>\$294.31</b>                    | <b>\$299.31</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$46.06    | \$3.58              | \$8.58               | <b>\$274.98</b>                    | <b>\$279.98</b>                     |
| <b>Most City Employees</b>                 | <b>Medical</b> | <b>DHS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
| Preventive - Domestic Partner              | \$593.70       | \$79.71    | \$5.11              | \$12.26              | <b>\$678.52</b>                    | <b>\$685.67</b>                     |
| Traditional - Domestic Partner             | \$550.54       | \$79.71    | \$5.11              | \$12.26              | <b>\$635.36</b>                    | <b>\$642.51</b>                     |
| Group Health Standard - Domestic Partner   | \$560.18       | \$79.71    | \$5.11              | \$12.26              | <b>\$645.00</b>                    | <b>\$652.15</b>                     |
| Group Health Deductible - Domestic Partner | \$531.43       | \$79.71    | \$5.11              | \$12.26              | <b>\$616.25</b>                    | <b>\$623.40</b>                     |
| Preventive - Child                         | \$257.63       | \$55.80    | \$3.58              | \$8.58               | <b>\$317.01</b>                    | <b>\$322.01</b>                     |
| Traditional - Child                        | \$233.15       | \$55.80    | \$3.58              | \$8.58               | <b>\$292.53</b>                    | <b>\$297.53</b>                     |
| Group Health Standard - Child              | \$244.67       | \$55.80    | \$3.58              | \$8.58               | <b>\$304.05</b>                    | <b>\$309.05</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$55.80    | \$3.58              | \$8.58               | <b>\$284.72</b>                    | <b>\$289.72</b>                     |

**DOMESTIC PARTNER HEALTH INSURANCE  
2014 MONTHLY TAXABLE VALUES**

| <b>Seattle Police Officers' Guild</b>      | <b>Medical</b> | <b>WDS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total</b>    |  |
|--|----------------|------------|---------------------|----------------------|-----------------|--|
| Preventive - Domestic Partner              | \$818.06       | \$71.54    | \$16.11             | NA                   | <b>\$905.71</b> |  |
| Traditional - Domestic Partner             | \$729.38       | \$71.40    | \$16.11             | NA                   | <b>\$816.89</b> |  |
| Group Health Standard - Domestic Partner   | \$756.92       | \$71.40    | \$16.11             | NA                   | <b>\$844.43</b> |  |
| Group Health Deductible - Domestic Partner | \$561.07       | \$71.40    | \$16.11             | NA                   | <b>\$648.58</b> |  |
| Preventive - Child                         | \$327.23       | \$50.08    | \$11.28             | NA                   | <b>\$388.59</b> |  |
| Traditional - Child                        | \$291.75       | \$50.08    | \$11.28             | NA                   | <b>\$353.11</b> |  |
| Group Health Standard - Child              | \$302.77       | \$50.08    | \$11.28             | NA                   | <b>\$364.13</b> |  |
| Group Health Deductible - Child            | \$224.43       | \$50.08    | \$11.28             | NA                   | <b>\$285.79</b> |  |
| <b>Seattle Police Officers' Guild</b>      | <b>Medical</b> | <b>DHS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total</b>    |  |
| Preventive - Domestic Partner              | \$818.06       | \$93.76    | \$16.11             | NA                   | <b>\$927.93</b> |  |
| Traditional - Domestic Partner             | \$729.38       | \$93.76    | \$16.11             | NA                   | <b>\$839.25</b> |  |
| Group Health Standard - Domestic Partner   | \$756.92       | \$93.76    | \$16.11             | NA                   | <b>\$866.79</b> |  |
| Group Health Deductible - Domestic Partner | \$561.07       | \$93.76    | \$16.11             | NA                   | <b>\$670.94</b> |  |
| Preventive - Child                         | \$327.23       | \$65.63    | \$11.28             | NA                   | <b>\$404.14</b> |  |
| Traditional - Child                        | \$291.75       | \$65.63    | \$11.28             | NA                   | <b>\$368.66</b> |  |
| Group Health Standard - Child              | \$302.77       | \$65.63    | \$11.28             | NA                   | <b>\$379.68</b> |  |
| Group Health Deductible - Child            | \$224.43       | \$65.63    | \$11.28             | NA                   | <b>\$301.34</b> |  |

**DOMESTIC PARTNER HEALTH INSURANCE  
2014 MONTHLY TAXABLE VALUES**

| <b>Local 77</b>                          | <b>Medical</b> | <b>WDS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total</b>    |  |
|--|----------------|------------|---------------------|----------------------|-----------------|--|
| Preventive - Domestic Partner            | \$826.64       | \$70.95    | \$6.63              | NA                   | <b>\$904.22</b> |  |
| Traditional - Domestic Partner           | \$837.53       | \$70.95    | \$6.63              | NA                   | <b>\$915.11</b> |  |
| Group Health Standard - Domestic Partner | \$704.56       | \$70.95    | \$6.63              | NA                   | <b>\$782.14</b> |  |
| Preventive - Child                       | \$330.66       | \$49.66    | \$4.64              | NA                   | <b>\$384.96</b> |  |
| Traditional - Child                      | \$335.01       | \$49.66    | \$4.64              | NA                   | <b>\$389.31</b> |  |
| Group Health Standard - Child            | \$281.33       | \$49.66    | \$4.64              | NA                   | <b>\$335.63</b> |  |
| <b>Local 77</b>                          | <b>Medical</b> | <b>DHS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total</b>    |  |
| Preventive - Domestic Partner            | \$826.64       | \$92.11    | \$6.63              | NA                   | <b>\$925.38</b> |  |
| Traditional - Domestic Partner           | \$837.53       | \$92.11    | \$6.63              | NA                   | <b>\$936.27</b> |  |
| Group Health Standard - Domestic Partner | \$704.56       | \$92.11    | \$6.63              | NA                   | <b>\$803.30</b> |  |
| Preventive - Child                       | \$330.66       | \$64.48    | \$4.64              | NA                   | <b>\$399.78</b> |  |
| Traditional - Child                      | \$335.01       | \$64.48    | \$4.64              | NA                   | <b>\$404.13</b> |  |
| Group Health Standard - Child            | \$281.33       | \$64.48    | \$4.64              | NA                   | <b>\$350.45</b> |  |

**DOMESTIC PARTNER HEALTH INSURANCE  
2014 MONTHLY TAXABLE VALUES**

| <b>Fire Chiefs (LEOFF 1)</b>               | <b>Medical</b> | <b>WDS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
|--|----------------|------------|---------------------|----------------------|------------------------------------|-------------------------------------|
| Preventive - Domestic Partner              | \$531.16       | \$65.80    | \$5.11              | \$12.26              | <b>\$602.07</b>                    | <b>\$609.22</b>                     |
| Traditional - Domestic Partner             | \$499.88       | \$65.80    | \$5.11              | \$12.26              | <b>\$570.79</b>                    | <b>\$577.94</b>                     |
| Group Health Standard - Domestic Partner   | \$504.44       | \$65.80    | \$5.11              | \$12.26              | <b>\$575.35</b>                    | <b>\$582.50</b>                     |
| Group Health Deductible - Domestic Partner | \$464.59       | \$65.80    | \$5.11              | \$12.26              | <b>\$535.50</b>                    | <b>\$542.65</b>                     |
| Preventive - Child                         | \$257.63       | \$46.06    | \$3.58              | \$8.58               | <b>\$307.27</b>                    | <b>\$312.27</b>                     |
| Traditional - Child                        | \$233.15       | \$46.06    | \$3.58              | \$8.58               | <b>\$282.79</b>                    | <b>\$287.79</b>                     |
| Group Health Standard - Child              | \$244.67       | \$46.06    | \$3.58              | \$8.58               | <b>\$294.31</b>                    | <b>\$299.31</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$46.06    | \$3.58              | \$8.58               | <b>\$274.98</b>                    | <b>\$279.98</b>                     |
| <b>Fire Chiefs (LEOFF 1 )</b>              | <b>Medical</b> | <b>DHS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
| Preventive - Domestic Partner              | \$531.16       | \$79.71    | \$5.11              | \$12.26              | <b>\$615.98</b>                    | <b>\$623.13</b>                     |
| Traditional - Domestic Partner             | \$499.88       | \$79.71    | \$5.11              | \$12.26              | <b>\$584.70</b>                    | <b>\$591.85</b>                     |
| Group Health Standard - Domestic Partner   | \$504.44       | \$79.71    | \$5.11              | \$12.26              | <b>\$589.26</b>                    | <b>\$596.41</b>                     |
| Group Health Deductible - Domestic Partner | \$464.59       | \$79.71    | \$5.11              | \$12.26              | <b>\$549.41</b>                    | <b>\$556.56</b>                     |
| Preventive - Child                         | \$257.63       | \$55.80    | \$3.58              | \$8.58               | <b>\$317.01</b>                    | <b>\$322.01</b>                     |
| Traditional - Child                        | \$233.15       | \$55.80    | \$3.58              | \$8.58               | <b>\$292.53</b>                    | <b>\$297.53</b>                     |
| Group Health Standard - Child              | \$244.67       | \$55.80    | \$3.58              | \$8.58               | <b>\$304.05</b>                    | <b>\$309.05</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$55.80    | \$3.58              | \$8.58               | <b>\$284.72</b>                    | <b>\$289.72</b>                     |

**DOMESTIC PARTNER HEALTH INSURANCE  
2014MONTHLY TAXABLE VALUES**

| <b>Fire Chiefs (LEOFF 2)</b>               | <b>Medical</b> | <b>WDS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
|--|----------------|------------|---------------------|----------------------|------------------------------------|-------------------------------------|
| Preventive - Domestic Partner              | \$612.96       | \$65.80    | \$5.11              | \$12.26              | <b>\$683.87</b>                    | <b>\$691.02</b>                     |
| Traditional - Domestic Partner             | \$408.75       | \$65.80    | \$5.11              | \$12.26              | <b>\$479.66</b>                    | <b>\$486.81</b>                     |
| Group Health Standard - Domestic Partner   | \$606.71       | \$65.80    | \$5.11              | \$12.26              | <b>\$677.62</b>                    | <b>\$684.77</b>                     |
| Group Health Deductible - Domestic Partner | \$558.77       | \$65.80    | \$5.11              | \$12.26              | <b>\$629.68</b>                    | <b>\$636.83</b>                     |
| Preventive - Child                         | \$257.63       | \$46.06    | \$3.58              | \$8.58               | <b>\$307.27</b>                    | <b>\$312.27</b>                     |
| Traditional - Child                        | \$233.15       | \$46.06    | \$3.58              | \$8.58               | <b>\$282.79</b>                    | <b>\$287.79</b>                     |
| Group Health Standard - Child              | \$244.67       | \$46.06    | \$3.58              | \$8.58               | <b>\$294.31</b>                    | <b>\$299.31</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$46.06    | \$3.58              | \$8.58               | <b>\$274.98</b>                    | <b>\$279.98</b>                     |
| <b>Fire Chiefs (LEOFF 2 )</b>              | <b>Medical</b> | <b>DHS</b> | <b>Vision Basic</b> | <b>Vision Buy-Up</b> | <b>Total with<br/>Vision Basic</b> | <b>Total with<br/>Vision Buy-Up</b> |
| Preventive - Domestic Partner              | \$612.96       | \$79.71    | \$5.11              | \$12.26              | <b>\$697.78</b>                    | <b>\$704.93</b>                     |
| Traditional - Domestic Partner             | \$408.75       | \$79.71    | \$5.11              | \$12.26              | <b>\$493.57</b>                    | <b>\$500.72</b>                     |
| Group Health Standard - Domestic Partner   | \$606.71       | \$79.71    | \$5.11              | \$12.26              | <b>\$691.53</b>                    | <b>\$698.68</b>                     |
| Group Health Deductible - Domestic Partner | \$558.77       | \$79.71    | \$5.11              | \$12.26              | <b>\$643.59</b>                    | <b>\$650.74</b>                     |
| Preventive - Child                         | \$257.63       | \$55.80    | \$3.58              | \$8.58               | <b>\$317.01</b>                    | <b>\$322.01</b>                     |
| Traditional - Child                        | \$233.15       | \$55.80    | \$3.58              | \$8.58               | <b>\$292.53</b>                    | <b>\$297.53</b>                     |
| Group Health Standard - Child              | \$244.67       | \$55.80    | \$3.58              | \$8.58               | <b>\$304.05</b>                    | <b>\$309.05</b>                     |
| Group Health Deductible - Child            | \$225.34       | \$55.80    | \$3.58              | \$8.58               | <b>\$284.72</b>                    | <b>\$289.72</b>                     |

## 2014 RATES

**ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
 Hartford Insurance Company

**Monthly Premium: Fully paid by employee**

 Employee Only Coverage: \$0.03 per \$1,000 of Benefit  
 Employee & Family Coverage: \$0.04 per \$1,000 of Benefit

**GROUP TERM LIFE INSURANCE**  
 Standard Insurance Company

**Basic Coverage: Monthly Premium: \$0.11 per \$1,000 of benefit**

 City Share: \$.044  
 Employee Deduction: \$0.066

**Supplemental Coverage: Monthly Premium per \$1,000 of coverage**

| Age     | Premium | Age     | Premium |
|---------|---------|---------|---------|
| 0 - 29  | \$0.032 | 50 - 54 | \$0.232 |
| 30 - 34 | \$0.048 | 55 - 59 | \$0.360 |
| 35 - 39 | \$0.064 | 60 - 64 | \$0.552 |
| 40 - 44 | \$0.090 | 65+     | \$0.960 |
| 45 - 49 | \$0.152 |         |         |

**Dependent Child Supplemental Life (one premium covers all children)**

| Coverage Amount | Premium |
|-----------------|---------|
| \$2,000         | \$0.40  |
| \$5,000         | \$1.00  |
| \$10,000        | \$2.00  |

**LONG TERM DISABILITY INSURANCE**  
 Standard Insurance Company

**Non-Uniformed Employees Plan Monthly Premium:**

 City-Paid Basic Coverage: .35% of first \$667 of insured earnings  
 Employee-Paid Optional Coverage: .65% of next \$7,666 of insured earnings

**EMPLOYEE ASSISTANCE PROGRAM**
**2014 cost per budgeted position: \$21.84**